

Intention Statement

FCNL shares community agreements to concretely live out [FCNL's Core Values that guide our work](#) with one another: Radically Love, Pursue Peace, Uphold Justice, Embody Stewardship, Collaborate, Persevere, and Act with Integrity.

These community agreements allow our FCNL community to know how we strive to be with one another, support us to live into these aspirations, and ensure the change FCNL brings into the world through the Advocacy Teams has a solid foundation.

FCNL asks that these community agreements are shared with every team member and revisited at the beginning of every meeting with an opportunity to add or question any part of it.

Supports for Living into Community Agreements

In situations where harm occurs on a team, both those who have caused harm and those who have received it are worthy of support. Your team members, Communicator(s), and the Care Team are all available to support you.

The **Care Team** is a committee committed to supporting Advocacy Team members in handling interpersonal and collective care. Members have skills in supporting people through confidential deep listening and consultation. Please ask if you need support. The email addresses for Care Team members [can be found on Mobilize](#) or you can email Tim Heishman at THeishman@fcnl.org.



Radically love

Treat everyone, including yourself, as belonging and holding wisdom.



Hold perspective

Be discerning, knowing no one will do it all and no one can. Support each other in the big and little wins. Share gratitude.



Center relationship

Take time to meaningfully engage with each other and those we encounter in our work together. Make space for reconciliation and support.



Engage Tension, Don't Indulge Drama

Make space to step into discomfort with curiosity to learn and expand. Support others to do the same.



Honor the different experiences we all bring to this space

Take time to listen deeply and share with those who hold different ideas and experiences. Honor space for non-agreement.



Make Space, Take Space

No one can know it all. Consider who is and is not present, prioritizing hearing the perspectives and wisdom of those less likely to speak up or be heard in our society.



Attend to impact

Spend time attending to the impact of your words and actions, doing your best to stay in relationship with one another.